



# Tiered Licensure

July 29, 2014



# Obtaining Residency Certificate

- Institutional recommendation from a state approved educator preparation program:
  - A performance evaluation with basic or higher ratings in all 22 components of the Idaho state evaluation framework
  - Individualized Learning Plan
  - Student Learning Objectives or Measurable Student Achievement



# Residency Certificate

- 3 year non-renewable certificate
- Professional Development in Years 1-3 includes:
  - Year 1 – intensive mentoring (paid from leadership premium pool)
  - Year 2 – mentoring at a lesser level (paid from leadership premium pool)
  - Year 3 – independent practice



# Qualification for Professional Certificate

- Teacher can apply after year 3 if he/she meets the following criteria:
  - For 2 of 3 years, including the final year prior to applying:
    - Demonstrated teaching proficiency on the Idaho state performance evaluation framework:
      - Must have 16 or more elements marked as Proficient or higher
      - No more than 6 elements marked as Basic
        - No more than 2 elements marked as Basic in Domain 1 or 4
        - No more than 1 element marked as Basic in Domain 2 or 3
      - No elements marked as Unsatisfactory
    - Increased Student Achievement/Growth (as defined in Appendix A)
  - Annual Individualized Professional Learning Plan (framework developed at district level based on identified areas of growth from the annual evaluation)



# Contingencies

- If a teacher cannot meet the criteria to qualify for a Professional Certificate within 3 years, he/she has the opportunity to return to a higher education institution for instruction in the area of non-proficiency. The teacher would not be certificated during this time period.
- If successful in completing the higher education instruction, the teacher can re-apply for a Residency Certificate.
- A teacher would not be eligible for a continuing contract until he/she qualifies for the Professional Certificate.
- A teacher may “bank” one year of combined proficiency and student achievement, and may apply for a Professional Certification once he/she meets the qualification requirements.



# Professional Certificate Renewal

- 5 year renewal
  - Meet current credit requirement (IDAPA 08.02.02.)
  - For 3 of 5 years, one of which must be the 4th or 5th year, achieve the following:
    - Demonstrated teaching proficiency on the Idaho state performance evaluation:
      - Must have 18 or more elements marked as Proficient
      - No more than 4 elements marked as Basic
        - No more than 2 elements marked as Basic in Domain 1 or 4
        - No more than 1 element marked as Basic in Domain 2 or 3
      - No elements marked as Unsatisfactory
    - Increased Student Achievement/Growth (as defined in Attachment A)
  - Annual Individualized Professional Learning Plan (framework developed at district level based on identified areas of growth from the annual evaluation)



# Contingencies

- If a teacher does not meet these criteria, he/she is moved to a Contingent Professional Certificate.
  - The teacher will be placed on an improvement plan. The improvement plan will include peer assistance and, if appropriate, intervention courses from higher education institutions.
  - Contingent status on Professional Certificate removed once Professional Certificate renewal requirements are satisfied at next renewal.



# Additional Contingent Professional Certificate Provisions

- Any teacher with a Contingent Professional Certificate is not eligible for a leadership premium, other than those currently serving in a “Hard to Fill” position.
- Any teacher with a Contingent Professional Certificate is not eligible to move to Master Professional Certificate at next renewal.





# Qualification for Master Professional Certificate

- 5 year renewable
  - Meet current credit requirements
  - A minimum of 8 years teaching experience as certificated employee, the last 5 of which must be with standard Professional Certificate
  - For 3 of 5 years, one of which must be the 4th or 5th year, must achieve the following:
    - Student achievement/growth
      - 60 percent of students must meet or exceed growth targets
    - Demonstrated Teacher Proficiency on the Idaho state performance evaluation framework:
      - No elements marked as basic
      - No less than 6 distinguished ratings
        - 4 out of the six must be in Domains 2 and 3



# Qualification for Master Professional Certificate (Continued)

- For last 5 years:
  - No District Performance Improvement Plan or Probation
  - No elements marked as Unsatisfactory on state performance evaluation
  - Annual Individualized Professional Learning Plan (framework developed at district level with based on identified areas of growth from the annual evaluation)



# Additional Master Professional Provisions

- Upon renewal, individuals who cannot meet Master Professional Certificate requirements will be granted a standard Professional Certificate.
- Upon renewal, individuals who cannot meet Master Professional or standard Professional Certificate requirements will be granted a Contingent Professional Certificate, and will be subject to the requirements associated with that certificate.



# Summative Evaluations

- Summative evaluations based on Idaho state performance evaluation framework must include observations completed by two observers who have proof of proficiency in evaluating teacher performance as stated in IDAPA 08.02.02.121.05.c.
  - Second observation may be conducted through video



# Certification Appeal Process

- Appeals regarding certification will be conducted by the Professional Standards Commission
- Appeals are made at the time of renewal or new certification
- Only the process as it applies to certification/recertification is appealable



# Out-of-State Teachers

- Less than 3 years of experience:
  - 3 Year Interim Residency Certificate (non-renewable)
  - To qualify for a Professional Certificate:
    - Must meet Idaho's proficiency and student growth qualification requirements
    - May provide out-of-state evidence of proficiency and student growth comparable to Idaho requirements
    - Must meet Idaho's qualification requirements for at least one year while teaching in Idaho
  - If a teacher fails to qualify for a Professional Certificate, the Interim Residency Certificate expires and the teacher is subject to provisions applicable to Residency Certificate holders who fail to meet Professional Certificate requirements



# Out-of-State Teachers

- 3 or more years of experience:
  - 3 Year Interim Professional Certificate (non-renewable)
  - To qualify for a Professional Certificate:
    - Must meet Idaho's proficiency and student growth qualification requirements
    - May provide out-of-state evidence of proficiency and student growth comparable to Idaho requirements
    - Must meet Idaho's qualification requirements for at least one year while teaching in Idaho
  - If a teacher fails to qualify for a Professional Certificate, the Interim Professional Certificate expires and the teacher is subject to provisions applicable to Residency Certificate holders who fail to meet Professional Certificate requirements



# Out-of-State Teachers

- 8 or more years of experience
  - To receive a 3 Year Interim Master Professional Certificate (non-renewable)
    - Must show proof of meeting Master Professional Certificate proficiency and student growth requirements through comparable out-of-state evidence, or
    - Must hold a Master (tier 3 or equivalent) certificate in current certifying state





# Interim Master Professional Certificate Holders

- Must meet proficiency and student achievement requirements in 2 of 3 years, including the final year, in Idaho to receive an Idaho Master Professional Certificate
- If a teacher holding an Interim Master Professional Certificate does not meet the Master Professional Certificate requirements he/she may receive a Professional Certificate, provided he/she meets the Professional Certificate requirements
- If a teacher does not meet the Professional Certificate requirements he/she would receive a Contingent Professional Certificate



# Leave of Absence

- Teachers who are granted a district approved leave of absence from teaching for 1 or more years may receive a maximum 1 year extension to their renewal time frame
- Teachers must notify the Certification Department they have an approved leave of absence from the school district
- Renewal timeframe may be extended to 2 years if the purpose of the leave is to serve in a district approved position
- In the event of military leave, the renewal timeframe may be extended to a timeframe equivalent to the military obligation



# Inactive Status

- Applies to certificate holders who are no longer in the classroom
- During inactive status, the teacher must maintain credit renewal requirement
- Must complete required courses prior to returning to active status
- Upon return to active status, the teacher is placed at year 1 of standard Professional Certificate, provided any contingencies applicable at the time the individual became inactive shall apply upon reactivation.
- Must apply for inactive certificate status prior to or at the time of current certificate renewal.



# Exceptional Child Certification Teacher/Librarian Endorsement Gifted and Talented Endorsement

- Teachers with above certifications and endorsements participate in the tiered licensure model



# Pupil Personnel Services Certification

- Includes Nurses, Audiologists, Psychologist's, etc. (IDAPA 08.02.02.027)
- Separate from teachers for purposes of evaluation and funding
- Reclassify as “School Support Specialists”
- School Support Specialists could also include IT, purchasing agents, fiscal agents, other specialty and classified administrative personnel



# Appendix A

## Student Achievement/Growth

### Statement of Increased Student Achievement/Growth:

“For movement to a Professional Certificate and maintenance of a Professional Certificate: *At least three assessments* must be used in demonstration of a teacher’s student achievement. Of those three, *the Idaho Reading Indicator [IRI] and the Statewide standards achievement test* must be included as applicable. *Student Learning Objectives*, including pre and post assessment for student learning must be included *for non-tested* (SBA IRI) subjects. Other measures shall be chosen at the district level, selected from the attached list. The majority of student achievement evaluation shall be based on student growth.”



# Student Achievement/Growth List

- Statewide standards achievement test (e.g. Smarter Balanced Assessment)
- Student Learning Objectives (includes pre and post assessments)
- Formative assessments
- Teacher-constructed assessments of student growth
- Pre and Post Tests
- Performance-based assessments
- Idaho Reading Indicator
- PSAT/SAT
- District-adopted assessment
- End of Course exams
- ACT
- Advanced Placement Exams
- International Baccalaureate
- ISAT Science
- Professional-Technical Exams